

Gender Equality Plan

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Revisions

| Revisão | Data da revisão/alteração | Descrição da alteração |
|---------|---------------------------|---|
| 0 | April 2023 | Original version |
| 1 | March 2026 | Internal codification of the document and changes in data regarding gender distribution (employee entry and exit) |

Scope

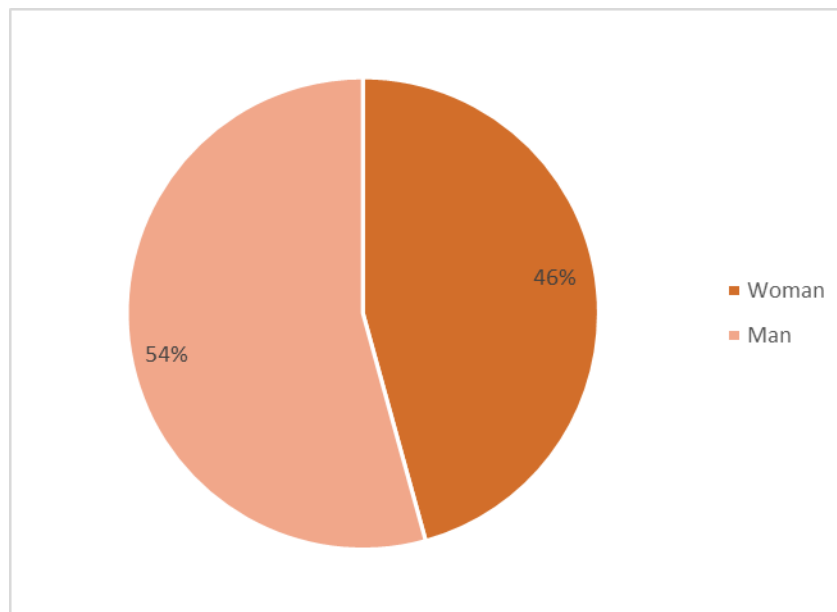
Gender Equality is a fundamental human right and a pre-requisite for inclusive growth. This has emerged as a central theme over the years, gaining a fundamental role in today's society.

Itecons - Institute for Research and Technological Development in Construction, Energy, Environment and Sustainability, is a non-profit organisation classified as an institution of public utility that acts as a dynamic interface of knowledge between the scientific community and the industry, providing applied research, testing, consultancy and training in the fields of construction, energy, environment and sustainability. The Institute's values are aligned with social responsibility, with gender equality between women and men being a priority for Itecons.

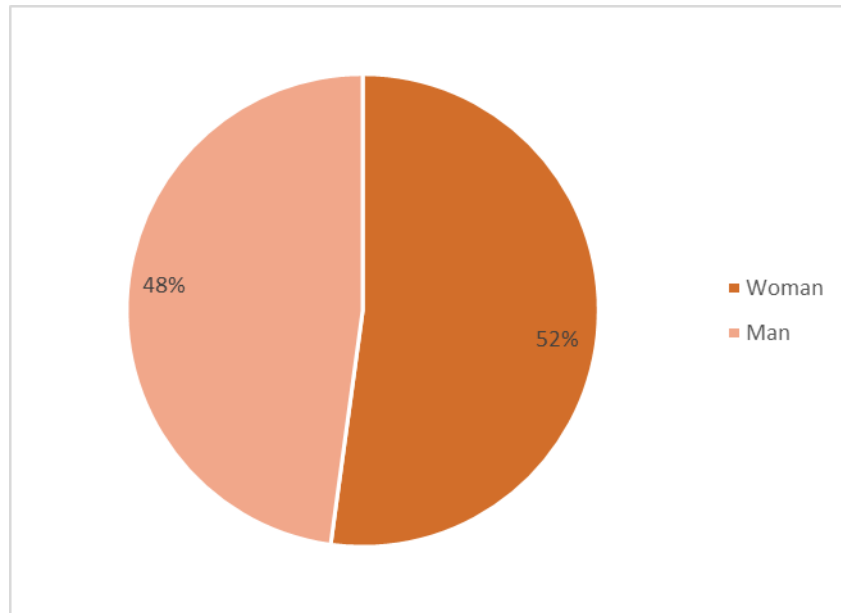
The Itecons Gender Equality Plan is in line with the European Union Strategy for Gender Equality and intends to define mechanisms to assist in the fulfilment of objectives such as: the increase of Research and Technological Development institutions with an Equality Plan implemented, the elimination of barriers/prejudices associated with gender, the increase of gender balance in bodies responsible for decision-making and the integration of the gender dimension within the scope of Research and Technological Development.

Current situation analysis

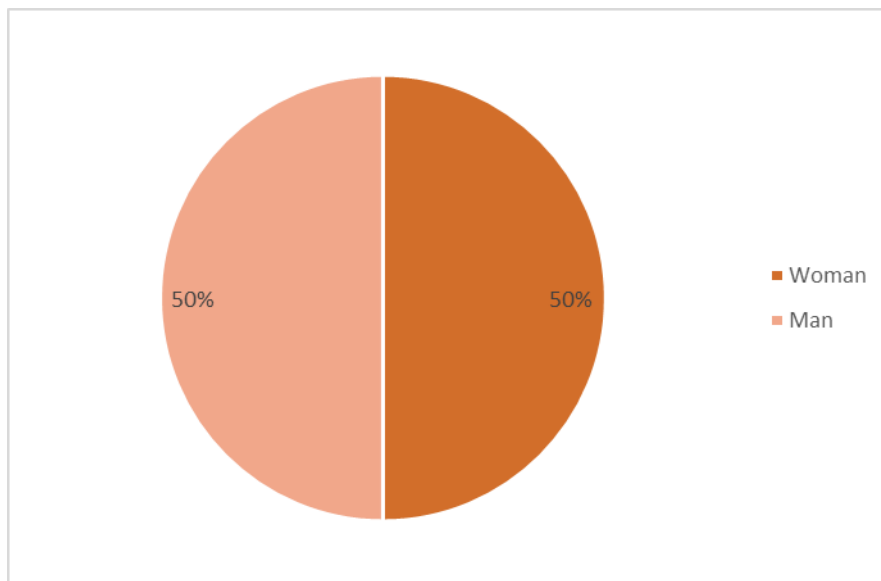
The data presented helps to characterise Itecons as of December 31, 2022. All data is gender-disaggregated, in a female/male binary format. The data presented (see Graphs below) define the beginning of the annual data collection and allow for gender diagnosis in Itecons. This analysis aims to observe and monitor the performance of the measures to be implemented.



Graphic 1 – Distribution of gender in Itecons



Graphic 2 – Gender distribution in Itecons for functions associated with decision-making (Management, Unit Coordinators, Section Managers and other Managers, namely, staff bodies.)



Graphic 3 – Gender distribution in the Itecons of Employees associated with the Research and Technological Development Unit (UIDT)

Action plan and monitoring

The Plan outlined by Itecons to establish gender equality follows the following principles:

- Organisational culture of gender equality;
- Work–life balance;
- Gender balance in leadership and decision-making;
- Gender equality in recruitment and career progression;
- Integration of the gender dimension into research;
- Measures against gender-based violence, such as sexual harassment.

Table 1 presents the objectives defined by Itecons, as well as the measures to be implemented to achieve them and the indicators that allow monitoring the success of the Plan's implementation.

Itecons intends to maintain the present Gender Equality Plan in order to align with the European Union Strategy for Gender Equality. The monitoring of measures and indicators is carried out annually and is of the responsibility of the Quality Board, when reviewing the Management System, in the first quarter of the following year.

The target audience of the Gender Equality Plan are all of Itecons' Employees, as well as visitors.

Table 1 - Measures to be implemented by Itecons and respective indicators

| Measures | Indicators (Goal) |
|---|--|
| Gender balance in leadership and decision-making | <ul style="list-style-type: none"> • Verification of the % in the Employee Satisfaction Survey regarding gender equality (Equal to or greater than 70%) |
| Gender balance in Itecons activities | <ul style="list-style-type: none"> • Verification of the % in the Employee Satisfaction Survey regarding the topic "I am not the target of insults, verbal provocations, sexual harassment, moral harassment, threats or physical violence" (Equal to or greater than 70%) |
| Include gender equality in the annual Employee Satisfaction Survey | <ul style="list-style-type: none"> • Verification of the % in the Employee Satisfaction Survey regarding the topic "Flexibility of working hours and the possibility of reconciling work and personal life" |
| Implement training actions | <ul style="list-style-type: none"> • (Equal to or greater than 70%) |
| Evaluate the occurrence of harassment episodes by carrying out an annual Employee Satisfaction Survey | <ul style="list-style-type: none"> • Number of Employees who attended training actions in this area (Equal to or greater than 70%) |
| Ensure flexible working hours that contribute to reconciling work and personal life | <ul style="list-style-type: none"> • Gender distribution at Itecons (Difference between genders less than 40%) • Gender distribution at Itecons for Employees associated with the Research and Technological Development Unit (UIDT) (Difference between genders less than 40%) • Gender distribution at Itecons for functions associated with decision-making (Difference between genders less than 40%) |

Coimbra, 27th March 2026

Administration



António Tadeu
Chairman